

**For L&I Staff Use Only**

Rec 2/14/2025 *AN*  
L&I Apprenticeship Consultant

*Teri Gardner 2-14-25*  
L&I Admin

Department of Labor and Industries  
Apprenticeship Section  
PO Box 44530  
Olympia WA 98504-4530



**Request for Approval of  
Proposed Standards**

TO: Washington State Apprenticeship & Training Council  
FROM: Seattle Rep/IATSE Winky Hussey Professional Arts Training Program

**Check the appropriate box:**

Committee

Plant

OJT

Occupation(s)	SOC Code	Hours
Costumer	51-6051.00	2000
Properties Artisan	27-1012.00	2000
Scenic Carpenter	27-1012.00	2000
Scenic Painter	27-1012.00	2000
Stage Technician	27-1019.00	2000

**Form must be signed by Committee Chair and Secretary or Program's Authorized Signer**

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	02/12/2025		
Print Name: Deanna Martinez	Print Name:		
Signature: 	Signature:		

Approved By: <b>Washington State Apprenticeship &amp; Training Council</b>
Signature of the WSATC:
Date:

Rev rec 2/26/2025 AN

Rec 2/14/2025 AN

Teri Gardner 2-14-25

Teri Gardner 2-28-25



**APPRENTICESHIP PROGRAM STANDARDS  
adopted by**

**SEATTLE REP/IATSE WINKY HUSSEY PROFESSIONAL ARTS TRAINING PROGRAM**

(sponsor name)

<u>Occupational Objective(s):</u>	<u>SOC#</u>	<u>Term [WAC 296-05-015]</u>
<b>COSTUMER</b>	<b>51-6051.00</b>	<b>2000 HOURS</b>
<b>PROPERTIES ARTISAN</b>	<b>27-1012.00</b>	<b>2000 HOURS</b>
<b>SCENIC CARPENTER</b>	<b>27-1012.00</b>	<b>2000 HOURS</b>
<b>SCENIC PAINTER</b>	<b>27-1012.00</b>	<b>2000 HOURS</b>
<b>STAGE TECHNICIAN</b>	<b>27-1019.00</b>	<b>2000 HOURS</b>



**APPROVED BY**  
**Washington State Apprenticeship and Training Council**  
**REGISTERED WITH**  
**Apprenticeship Section of Fraud Prevention and Labor Standards**  
Washington State Department Labor and Industries  
Post Office Box 44530  
Olympia, Washington 98504-4530

**APPROVAL:**

\_\_\_\_\_  
Provisional Registration

\_\_\_\_\_  
Standards Last Amended

\_\_\_\_\_  
Permanent Registration

By: \_\_\_\_\_  
Chair of Council

By: \_\_\_\_\_  
Secretary of Council

# SEATTLE REP/IATSE WINKY HUSSEY PROFESSIONAL ARTS TRAINING PROGRAM

## INTRODUCTION

This document is an apprenticeship program standard. Apprenticeship program standards govern how an apprenticeship works and have specific requirements. This document will explain the requirements.

The director of the Department of Labor and Industries (L&I) appoints the Washington State Apprenticeship and Training Council (WSATC) to regulate apprenticeship program standards. The director appoints and deputizes an assistant director to be known as the supervisor of apprenticeship who oversees administrative functions through the apprenticeship section at the department.

The WSATC is the sole regulatory body for apprenticeship standards in Washington. It approves, administers, and enforces apprenticeship standards, and recognizes apprentices when either registered with L&I's apprenticeship section, or under the terms and conditions of a reciprocal agreement. WSATC also must approve any changes to apprenticeship program standards.

Apprenticeship programs have sponsors. A sponsor operates an apprenticeship program and declares their purpose and policy herein to establish an organized system of registered apprenticeship education and training. The sponsor recognizes WSATC authority to regulate and will submit a revision request to the WSATC when making changes to an apprenticeship program standard.

Apprenticeships are governed by federal law (29 U.S.C 50), federal regulations (29 CFR Part 29 & 30), state law (49.04 RCW) and administrative rules (WAC 296-05). These standards conform to all of the above and are read together with federal and state laws and rules

Standards are changed with WSATC approval. Changes are binding on apprentices, sponsors, training agents, and anyone else working under an agreement governed by the standards. Sponsors may have to maintain additional information as supplemental to these standards. When a standard is changed, sponsors are required to notify apprentices and training agents. If changes in federal or state law make any part of these standards illegal, the remaining parts are still valid and remain in force. Only the part made illegal by changes in law is invalid. L&I and the WSATC may cooperate to make corrections to the standards if necessary to administer the standards.

Sections of these standards identified as bold "**Insert Text**" fields are specific to the individual program standards and may be modified by a sponsor submitting a revised standard for approval by the WSATC. All other sections of these standards are boilerplate and may only be modified by the WSATC. See WAC 296-05-003 for the definitions necessary for use with these standards.

Sponsor Introductory Statement (Required):

**Seattle Rep/IATSE Winky Hussey Professional Arts Training program (WHPATP) prepares emerging theater professionals with immersive, hands-on training and**

## **SEATTLE REP/IATSE WINKY HUSSEY PROFESSIONAL ARTS TRAINING PROGRAM**

**mentorship in a collaborative and inclusive environment. Apprentices gain technical expertise, leadership skills, and industry connections by working alongside seasoned professionals on Seattle Rep’s renowned productions. Committed to diversity and equity, the program strengthens the pool of skilled industry professionals in Washington State, and empowers individuals to excel in their craft while contributing to the future of the performing arts.**

### **I. GEOGRAPHIC AREA COVERED:**

The sponsor must train inside the area covered by these standards. If the sponsor wants to train outside the area covered by these standards, the sponsor must enter a portability agreement with a sponsor outside the area, and provide evidence of such an agreement for compliance purposes. Portability agreements permit training agents to use apprentices outside the area covered by the standards. Portability agreements are governed by WAC 296-05-009.

**Seattle Rep  
155 Mercer St.  
Seattle, WA 98109**

### **II. MINIMUM QUALIFICATIONS:**

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner [WAC 296-05-015(17)].

Age: **Must be at least 18 years of age**

Education: **Must have high school diploma or equivalent**

Physical: **Properties Artisan – Ability to lift and carry materials and furniture and work in various settings, including heights and confined spaces, and perform tasks that require manual labor for extended periods, with or without reasonable accommodations**

**Scenic Carpenter – Ability to lift heavy objects, work at heights, and perform tasks that require manual labor for extended periods, with or without reasonable accommodations**

**Scenic Painter – Ability to stand for extended periods, lift materials, and work at heights (e.g., ladders and scaffolds), with or without reasonable accommodations**

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**Stage Technician – Ability to lift and carry equipment and work at heights (e.g., ladders, catwalks), with or without reasonable accommodations**

Testing: **None**

Other: **None**

### **III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:**

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedure (chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex (including pregnancy and gender identity), sexual orientation, color, religion, national origin, age, genetic information, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations.

#### **A. Selection Procedures:**

- 1. Information and application instructions for all apprenticeship positions are available online at <https://www.seattlerep.org/about-us/employment/apprenticeships/>**
- 2. The application period is February through March of each calendar year.**
- 3. Applicants must submit a resume, cover letter, references, and any other required materials for their chosen occupation by the deadline specified on the website above.**
- 4. Seattle Rep will screen all applicants to ensure they meet the minimum qualifications, and then the selection committee will select 5-10 qualified applicants for an interview.**
- 5. Interviews take place in April. Applicants will receive standardized interview questions in advance. Interviews are conducted via video conference by a selection committee made up of Apprenticeship Committee members and relevant Seattle Rep staff.**
- 6. The selection committee will review the applications and interview results and extend an offer of apprenticeship to the top candidate for each open position in May.**
- 7. Selected apprentices will sign an apprenticeship agreement and begin their apprenticeship at Seattle Rep in August.**

#### **B. Equal Employment Opportunity Plan:**

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**To ensure a diverse applicant pool, recruitment efforts will focus on local universities, trade schools, Historically Black Colleges and Universities (HBCUs), and college fairs. The campaign will include direct outreach, online promotions, and partnerships with career services and academic department. Specifically, Seattle Rep will engage in the following recruitment activities:**

- 1. University and Trade School Partnerships**
  - a. Engage career services and faculty in theater, production, and technical fields.**
  - b. Host virtual and in-person info sessions.**
  - c. Provide promotional materials for career centers.**
  
- 2. Social Media and Online Outreach**
  - a. Promote through Seattle Rep’s social media channels.**
  - b. Utilize LinkedIn, Handshake, and theater-specific job boards.**
  - c. Encourage current and past apprentices to share their experiences.**
  
- 3. Industry Networking and Community Engagement**
  - a. Partner with local theater organizations and unions.**
  - b. Attend industry events to connect with potential applicants.**
  - c. Engage community groups focused on workforce development in the arts.**

### **C. Discrimination Complaints:**

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint with the supervisor of apprenticeship (WAC 296-05-443).

## **IV. TERM OF APPRENTICESHIP:**

The term of apprenticeship for an individual apprentice may be measured through the completion of the industry standard for on-the-job learning (at least two thousand hours) (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach) [WAC 296-05-015].

**2000 hours of reasonably continuous employment**

## **V. INITIAL PROBATIONARY PERIOD:**

An initial probationary period applies to all apprentices, unless the apprentice has transferred from another program. During an initial probationary period, an apprentice can be discharged without appeal rights. An initial probationary period is stated in hours or competency steps of employment. The initial probationary period is not reduced by advanced credit or standing. During an initial probationary period, apprentices receive full credit for hours and

## **SEATTLE REP/IATSE WINKY HUSSEY PROFESSIONAL ARTS TRAINING PROGRAM**

competency steps toward completion of their apprenticeship. Transferred apprentices are not subject to additional initial probationary periods [WAC 296-05-003].

The initial probationary period is [WAC 296-05-015(22)]:

- A. The period following the apprentice's registration into the program. An initial probationary period must not be longer than twenty percent of the term of the entire apprenticeship, or longer than a year from the date the apprenticeship is registered. The WSATC can grant exemptions for longer initial probationary periods if required by law.
- B. The period in which the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The sponsor or the apprentice may terminate the agreement without a hearing or stated cause. An appeal process is not available to apprentices in their initial probationary period.

### **400 hours of OJT**

## **VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS**

Supervision is the necessary education, assistance, and control provided by a journey-level employee on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. Sponsors ensure apprentices are supervised by competent, qualified journey-level employees. Journey level-employees are responsible for the work apprentices perform, in order to promote the safety, health, and education of the apprentice.

- A. The journey-level employee must be of the same apprenticeable occupation as the apprentice they are supervising unless otherwise allowed by the Revised Code of Washington (RCW) or the Washington Administrative Code (WAC) and approved by the WSATC.
- B. The numeric ratio of apprentices to journey-level employees may not exceed one apprentice per journey-level worker [WAC 296-05-015(5)].
- C. Apprentices will work the same hours as journey-level workers, except when such hours may interfere with related/supplemental instruction.
- D. Any variance to the rules and/or policies stated in this section must be approved by the WSATC.
- E. The ratio must be described in a specific and clear manner, as to the application in terms of job site, work group, department or plant:

**1 apprentice: 1 journey-level worker**

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**VII. APPRENTICE WAGES AND WAGE PROGRESSION:**

- A. Apprentices must be paid at least Washington’s minimum wage, unless a local ordinance or a collective bargaining agreement require a higher wage. Apprentices must be paid according to a progressively increasing wage scale. The wage scale for apprentices is based on the specified journey-level wage for their occupation. Wage increases are based on hours worked or competencies attained. The sponsor determines wage increases. Sponsors must submit the journey-level wage at least annually or whenever changed to the department as an addendum to these standards. Journey-level wage reports may be submitted on a form provided by the department. Apprentices and others should contact the sponsor or the Department for the most recent Journey-level wage rate.
  
- B. Sponsors can grant advanced standing, and grant a wage increase, when apprentices demonstrate abilities and mastery of their occupation. When advanced standing is granted, the sponsor notifies the employer/training agent of the wage increase the apprenticeship program standard requires.
  
- C. Wage Progression Schedules

**Costumer**

Step	Hour Range or competency step	Percentage of journey-level wage rate
<b>1</b>	<b>Months 1 – 5 or 0 – 850 hours</b>	<b>60%</b>
<b>2</b>	<b>Months 6 – 12 or 851 – 2000 hours</b>	<b>62%</b>

**Properties Artisan**

Step	Hour Range or competency step	Percentage of journey-level wage rate
<b>1</b>	<b>Months 1 – 5 or 0 – 850 hours</b>	<b>60%</b>
<b>2</b>	<b>Months 6 – 12 or 851 – 2000 hours</b>	<b>62%</b>

**Scenic Carpenter**

Step	Hour Range or competency step	Percentage of journey-level wage rate
<b>1</b>	<b>Months 1 – 5 or 0 – 850 hours</b>	<b>60%</b>



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<b>2</b>	<b>Months 6 – 12 or 851 – 2000 hours</b>	<b>62%</b>
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**Scenic Painter**

Step	Hour Range or competency step	Percentage of journey-level wage rate
<b>1</b>	<b>Months 1 – 5 or 0 – 850 hours</b>	<b>60%</b>
<b>2</b>	<b>Months 6 – 12 or 851 – 2000 hours</b>	<b>62%</b>

**Stage Technician**

Step	Hour Range or competency step	Percentage of journey-level wage rate
<b>1</b>	<b>Months 1 – 5 or 0 – 850 hours</b>	<b>60%</b>
<b>2</b>	<b>Months 6 – 12 or 851 – 2000 hours</b>	<b>62%</b>

**VIII. WORK PROCESSES:**

The apprentice shall receive on the job instruction and work experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit. The following work process descriptions pertain to the occupation being defined.

<b>A. Costumer</b>	<b><u>Approximate Hours</u></b>
<b>1. Costume Construction .....</b>	<b>400</b>
a. Construct and alter costumes based on designer renderings and specifications, including hand and machine sewing.	
<b>2. Costume Fittings .....</b>	<b>300</b>
a. Collaborate with costume shop staff in organizing fittings, ensuring costumes fit performers comfortably and meet design expectations.	
<b>3. Costume Maintenance .....</b>	<b>300</b>
a. Maintain and repair costumes during tech rehearsals and throughout the performance run, ensuring garments are in top condition.	

**SEATTLE REP/IATSE WINKY HUSSEY PROFESSIONAL ARTS TRAINING PROGRAM**

- 4. Production Support .....200**
  - a. Participate in costume load-ins, quick changes, and wardrobe organization backstage as needed.**
  
- 5. Inventory Management .....200**
  - a. Organize and maintain costume shop supplies, including fabrics, tools, and inventory.**
  - b. Manage costume rentals, returns, and interdepartmental borrowing, ensuring items are tracked and handled properly.**
  
- 6. Administrative and Event Support .....500**
  - a. Assist with costume-related needs for special events, such as photo shoots, galas, and promotional appearances.**
  - b. Maintain production schedules for costume fittings and delivery deadlines.**
  - c. Attend rehearsals, technical rehearsals, and production meetings as requested, taking notes and reporting costume-related needs.**
  - d. Collaborate with the Stage Management team and production staff to ensure seamless costume integration into each production.**
  
- 7. Professional Development .....100**
  - a. Participate in apprentice events, workshops, and networking outings to develop professional skills and build industry connections.**

**Total Hours: 2000 hours**

**B. Properties Artisan**

**Approximate Hours**

- 1. Prop Construction and Alteration.....600**
  - a. Construct, alter, and maintain hand props, furniture, and set dressing. Skills include furniture rebuilding, refinishing, reupholstery, casting, and rewiring.**
  
- 2. Load-ins and Tech Rehearsals .....200**
  - b. Participate in load-ins, tech rehearsals, and strikes, ensuring props are integrated smoothly into the production.**
  
- 3. Prop Maintenance .....400**
  - a. Repair and maintain props during production runs, addressing any damage or wear.**

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- 4. Inventory Management .....200**
  - a. Help maintain the organization and inventory of the prop storage areas and materials.**
  
- 5. Administrative and Event Support .....400**
  - a. Research period-specific objects and materials to align with the production’s artistic vision.**
  - b. Provide props support for special events and interdepartmental activities, including workshops and rentals.**
  - c. Attend and participate in appropriate meetings, such as: production, all-staff, show reflections, and cross-departmental strategy meetings.**
  
- 6. Professional Development .....200**
  - a. Participate in workshops, networking events, and props-related outings to develop professional skills and industry connections.**
  - b. Shadow props artisans to gain insight into the artistic and technical process behind props creation.**

**Total Hours: 2000 hours**

**C. Scenic Carpenter Approximate Hours**

- 1. Scene Construction and Assembly .....400**
  - a. Construct and assemble scenic elements, including flats, platforms, and specialty pieces.**
  
- 2. Craft Techniques.....300**
  - a. Apply carpentry, metalworking, and fabrication techniques specific to theatre.**
  
- 3. Load-ins and Load-outs.....300**
  - a. Participate in load-ins and load-outs, ensuring scenic elements are installed, maintained, and dismantled safely.**
  
- 4. Production Support .....300**
  - a. Collaborate with production staff to troubleshoot and make adjustments during technical rehearsals.**
  
- 5. Shop and Inventory Maintenance .....200**
  - a. Perform basic maintenance of tools, shop equipment, and materials and follow safety protocol.**

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- 6. Administrative and Event Support .....300**
  - a. Assist in the tracking of materials and construction costs to support budget management.**
  - b. Provide construction support for special events and interdepartmental projects, including workshops and rentals.**
  - c. Attend production meetings to observe how departments coordinate with one another during the production process.**
  
- 7. Professional Development .....200**
  - a. Participate in workshops, networking events, and scenic-related outings to develop technical skills and industry connections.**
  - b. Shadow scenic designers and carpenters to gain a deeper understanding of the design and construction process.**

**Total Hours: 2000 hours**

**D. Scenic Painter Approximate Hours**

- 1. Scenic Prep and Painting.....300**
  - a. Mix paints, prepare surfaces, and apply base coats and top finishes.**
  
- 2. Faux Finish Techniques.....300**
  - a. Apply faux finishing techniques, such as wood grain, marble, brick, and metal effects.**
  
- 3. Scenic Maintenance .....200**
  - a. Performs scenic touch-ups and maintenance throughout the run of shows.**
  
- 4. Scenic Layout .....200**
  - a. Assist in the layout and scaling of scenic elements from designer renderings and elevations.**
  
- 5. Load-ins and Tech Rehearsals.....200**
  - a. Collaborate with designers and production staff during load-ins and tech rehearsals, ensuring scenic elements meet design requirements.**
  
- 6. Shop and Inventory Maintenance .....200**
  - a. Maintain scenic painting tools, materials, and inventory, ensuring an organized and safe workspace.**
  
- 7. Administrative and Event Support .....400**

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- a. Track paint usage and material costs to support budget management.
  - b. Provide scenic support for special events and interdepartmental projects, including workshops, galas, and rentals.
  - c. Attend production meetings to coordinate scenic painting with other department, including scenic construction and lighting.
8. Professional Development .....200
- a. Participate in workshops, networking events, and scenic-related outings to develop professional skills and industry connections.
  - b. Shadow scenic artists and designers to gain insight into the artistic process and technical execution of scenic painting.

**Total Hours: 2000 hours**

**E. Stage Technician**

**Approximate Hours**

- 1. Stage Set-Up and Technical Systems Installation .....300
  - a. Set up and install lighting, video, and audio equipment, scenery and automation for productions, including hanging and cabling fixtures.
- 2. Technical Systems Maintenance .....300
  - b. Troubleshoot and perform maintenance on lighting instruments, audio equipment, and control systems as needed throughout the production run.
- 3. Lighting and Sound Design Support .....200
  - a. Work closely with the Stage Crew department heads and production team to prepare and implement lighting and sound designs.
- 4. Load-ins and Tech Rehearsals .....200
  - a. Participate in load-ins, tech rehearsals, and strikes, ensuring safe and efficient changeovers.
- 5. Run of Show .....200
  - a. Assist in the run of show as deck hand, assisting the stage carpenter, fly person, and properties in crew moves, and supporting the timing and coordination necessary in a Mainstage show.
- 6. Inter-departmental Coordination .....200

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- a. **Work with department heads to coordinate between departments to integrate technical needs with the overall production.**
  
- 7. Administrative and Event Support .....400**
  - a. **Maintain inventories of equipment, cables, and accessories, ensuring proper storage and tracking.**
  - b. **Assist in creating and updating production paperwork such as run sheets, and startup/shutdown procedures for each show.**
  - c. **Participate in special events and interdepartmental activities, providing crew support for galas, workshops, and rentals.**
  
- 8. Professional Development .....200**
  - a. **Attend production meetings and learn how designs integrate with other technical and artistic elements of a show.**
  - b. **Participate in apprentice events, workshops, and networking outings to develop technical skills and professional connections.**

**Total Hours: 2000 hours**

**IX. RELATED/SUPPLEMENTAL INSTRUCTION:**

The apprentice must attend related/supplemental instruction (RSI). Time spent in RSI shall not be considered as hours of work and the apprentice is not required to be paid.

RSI must be provided in safe and healthy conditions as required by the Washington Industrial Safety and Health Act and applicable federal and state regulations.

Hours spent in RSI are reported to L&I each quarter. Reports must show which hours are unpaid and supervised by a competent instructor versus all other hours (paid and/or unsupervised) for industrial insurance purposes.

For purposes of coverage under the Industrial Insurance Act, the WSATC is an employer and the apprentice is an employee when an unpaid, supervised apprentice is injured while under the direction of a competent instructor and participating in RSI activities.

If apprentices do not attend required RSI, they may be subject to disciplinary action by the sponsor.

A. The methods of related/supplemental training must be indicated below (check those that apply):

Supervised field trips

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Sponsor approved training seminars – **Industry safety and skills classes provided by Western Washington Theatrical Training Trust**

Sponsor approved online or distance learning courses - **OSHA 10 Safety Training**

State Community/Technical college

Private Technical/Vocational college

Sponsor Provided (lab/classroom)

Other (specify):

B. **(144)** Minimum RSI hours per year defined per the following [see WAC 296-05-015(6)]:

Twelve-month period from date of registration.\*

Defined twelve-month school year: **(Insert Month)** through **(Insert Month)**.

Two-thousand hours of on the job training.

*\*If no selection is indicated above, the WSATC will define RSI hours per twelve-month period from date of registration.*

C. Additional Information:

**Apprentices are expected to travel to other theater partners in the Seattle area for the Field Immersion Experience portion of their RSI. Free ORCA travel cards will be provided to apprentices upon request.**

### X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A. Administrative Procedures:

The sponsor may include in this section a summary and explanation of administrative actions performed at the request or on the behalf of the apprentice. Such actions may include but are not limited to:

1. Voluntary Suspension: A temporary interruption in progress of an individual's apprenticeship agreement at the request of the apprentice and granted by the sponsor. The program sponsor shall review apprentices in suspended status at least once each year to determine if the suspension is still appropriate.
2. Advanced Standing or Credit: The sponsor may provide for advanced standing or credit for demonstrated competency, acquired experience, training or education in or related to the occupation. All sponsors need to ensure a fair and equitable process is applied to all apprentices seeking advanced standing or credit per WAC 296-05-015(11).

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### 3. Sponsor Procedures:

- a. **Due to the cohort structure of the apprenticeship program, an apprentice may not miss more than 6 weeks of OJT and/or RSI for any reason.**
- b. **Apprentices must report their OJT and RSI hours to the Training Coordinator by the 5th of the following month.**
- c. **Apprentices must abide by the Seattle Rep Staff Handbook and these Standards of Apprenticeship.**

### B. Disciplinary Procedures

1. The obligations of the sponsor when taking disciplinary action are as follows:
  - a. The sponsor shall be responsible for enacting reasonable policies and procedures and applying them consistently. The sponsor will inform all apprentices of their rights and responsibilities per these standards.
  - b. The sponsor shall notify the apprentice of intent to take disciplinary action and reasons therefore 20 calendar days prior to taking such action. The reason(s) supporting the sponsor's proposed action(s) must be sent in writing to the apprentice.
  - c. The sponsor must clearly identify the potential outcomes of disciplinary action, which may include but are not limited to discipline, suspension or cancellation of the apprenticeship agreement.
  - d. The decision/action of the sponsor will become effective immediately.
2. The sponsor may include in this section requirements and expectations of the apprentices and an explanation of disciplinary actions imposed for noncompliance. The sponsor has the following disciplinary procedures to adopt:
  - a. Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is complete.
  - b. Disciplinary Suspension: A temporary interruption in the progress of an individual's apprenticeship agreement. Conditions will include not being allowed to participate in On-the-Job Training (OJT), go to Related Supplemental Instruction (RSI) classes or take part in any activity related to the Apprenticeship



## SEATTLE REP/IATSE WINKY HUSSEY PROFESSIONAL ARTS TRAINING PROGRAM

Program until such time as the sponsor takes further action. The program sponsor shall review apprentices in such status at least once each year.

- c. Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. [WAC 296-05-003].

### 3. Sponsor Disciplinary Procedures:

- a. **An apprentice who misses more than 6 weeks of OJT and/or RSI may be cancelled from the apprenticeship program.**
- b. **Failure to follow any expectations outlined in these standards or otherwise communicated to apprentices by the program may result in disciplinary action up to and including cancellation from the program.**

### D. Apprentice Complaint Procedures:

1. The apprentice must complete his/her initial probationary period in order to be eligible to file a complaint (WAC 296-05-105).
2. Complaints involving matters covered by a collective bargaining agreement are not subject to the complaint procedures in this section.
3. Complaints regarding non-disciplinary matters must be filed with the program sponsor within 30 calendar days from the date of the last occurrence. Complaints must be in writing.
4. If the apprentice disagrees with the resolution of the complaint or wishes to contest the outcome of a disciplinary action by the program sponsor, the apprentice must file a written request for reconsideration with the program sponsor within 30 calendar days from the date the apprentice received written notice of action by the program sponsor.
5. The program sponsor must reply, in writing, to the request for reconsideration within 30 calendar days from the date the program sponsor receives the request. The program sponsor must send a copy of the written reply to the apprentice within the 30 calendar days.
6. If the apprentice disagrees with the program sponsor's decision, the apprentice may file an appeal with the Apprenticeship Program, (WAC 296-05-105). If the apprentice does not timely file an appeal, the decision of the program sponsor is final after 30 calendar days from the date the program sponsor mails the decision to the apprentice. See section "D" below.

### D. Apprentice Complaint Review/Appeals Procedures:

## **SEATTLE REP/IATSE WINKY HUSSEY PROFESSIONAL ARTS TRAINING PROGRAM**

1. If the apprentice disagrees with the program sponsor's decision, the apprentice must submit a written appeal to L&I's apprenticeship section within 30 calendar days from the date the decision is mailed by the program sponsor. Appeals must describe the subject matter in detail and include a copy of the program sponsor's decision.
2. The L&I apprenticeship section will complete its investigation within 30 business days from the date the appeal is received and attempt to resolve the matter.
3. If the Apprenticeship section is unable to resolve the matter within 30 business days, the Apprenticeship section issues a written decision resolving the appeal.
4. If the apprentice or sponsor is dissatisfied with L&I's decision, either party may request the WSATC review the decision. Requests for review to the WSATC must be in writing. Requests for review must be filed within 30 calendar days from the date the decision is mailed to the parties.
5. The WSATC will conduct an informal hearing to consider the request for review.
6. The WSATC will issue a written decision resolving the request for review. All parties will receive a copy of the WSATC's written decision.

### **XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE**

The following is an overview of the requirements associated with administering an apprenticeship program. These provisions are to be used with the corresponding RCW and/or WAC. The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. The sponsor may assign an administrator or a committee to be responsible for day-to-day operations of the apprenticeship program. Administrators and/or committee members must be knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards. If applicable, sponsors must develop procedures for:

#### **A. Committee Operations (WAC 296-05-009): (Not applicable for Plant Programs)**

Apprenticeship committees must be composed of an equal number of management and non-management representatives from a minimum of four to a maximum of twelve members. Committees must convene meetings at least three times per year attended by a quorum of committee members as defined in these approved standards.

#### **B. Program Operations**

The sponsor will record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or Department upon request. Records required by WAC 296-05-100 will be maintained for five (5) years; all

## **SEATTLE REP/IATSE WINKY HUSSEY PROFESSIONAL ARTS TRAINING PROGRAM**

other records will be maintained for three (3) years. Apprenticeship sponsors will submit required forms/reports to the Department of Labor and Industries through one of the two prescribed methods below:

Sponsors shall submit required forms/reports through assigned state apprenticeship consultant. Forms may be obtained through the programs assigned apprenticeship consultant.

Sponsors shall submit required reports through the Apprentice Registration and Tracking System (ARTS).

1. The following is a listing of forms/reports for the administration of apprenticeship programs and the time-frames in which they must be submitted:
  - a. Apprenticeship Agreements – within first 30 days of employment
  - b. Authorization of Signature forms - as necessary
  - c. Approved Training Agent Agreements– within 30 days of sponsor action
  - d. Minutes of Apprenticeship Committee Meetings – within 30 days of sponsor approval (not required for Plant program)
  - e. Request for Change of Status - Apprenticeship/Training Agreement and Training Agents forms – within 30 days of action by sponsor.
  - f. Journey Level Wage Rate – annually, or whenever changed as an addendum to section VII. Apprentice Wages and Wage Progression.
  - g. Related Supplemental Instruction (RSI) Hours Reports (Quarterly):
    - 1st quarter: January through March, due by April 10
    - 2nd quarter: April through June, due by July 10
    - 3rd quarter: July through September, due by October 10
    - 4th quarter: October through December, due by January 10
  - h. On-the-Job Work Hours Reports (bi-annual)
    - 1st half: January through June, by July 30
    - 2nd half: July through December, by January 31
  
2. The program sponsor will adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these standards. Requests for revision to these standards of apprenticeship must be submitted 45 calendar days prior to a quarterly WSATC meeting. The Department of Labor and Industries, Apprenticeship Section's manager may administratively approve requests for revisions in the following areas of the standards:
  - a. Program name
  - b. Sponsor's introductory statement
  - c. Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
  - d. Section VII: Apprentice Wages and Wage Progression
  - e. Section IX: Related/Supplemental Instruction
  - f. Section XI: Sponsor – Responsibilities and Governing Structure

## **SEATTLE REP/IATSE WINKY HUSSEY PROFESSIONAL ARTS TRAINING PROGRAM**

- g. Section XII: Subcommittees
  - h. Section XIII: Training Director/Coordinator
3. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for RSI. Furthermore, the sponsor will ensure each instructor has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

### **C. Management of Apprentices:**

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement with the Department before the apprentice attends RSI classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.
2. The sponsor must notify the Department within 30 days of all requests for disposition or modification to apprentice agreements, which may include:
  - a) Certificate of completion
  - b) Additional credit
  - c) Suspension (i.e. military service or other)
  - d) Reinstatement
  - e) Cancellation
  - f) Corrections
  - g) Step Upgrades
  - h) Probation Completion date
  - i) Other (i.e., name changes, address)
  - j) Training Agent Cancellation
3. The sponsor commits to rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
4. The sponsor shall periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.
5. The sponsor has the obligation and responsibility to provide, insofar as possible, reasonably continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another or to another program when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these standards. The new training agent will assume all the terms and conditions of these standards.

## **SEATTLE REP/IATSE WINKY HUSSEY PROFESSIONAL ARTS TRAINING PROGRAM**

If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.

6. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
7. The sponsor shall hear and decide all complaints of violations of apprenticeship agreements.
8. Upon successful completion of apprenticeship, as provided in these standards, and passing the examination that the sponsor may require, the sponsor will recommend the WSATC award a Certificate of Completion of Apprenticeship. The sponsor will make an official presentation to the apprentice who has successfully completed his/her term of apprenticeship.

### **D. Training Agent Management:**

1. The sponsor shall offer training opportunities for apprentices by ensuring reasonable and equal working and training conditions are applied uniformly to all apprentices. The sponsor shall provide training at an equivalent cost to that paid by other employers and apprentices participating in the program. The sponsor shall not require an employer to sign a collective bargaining agreement as a condition of participation.
2. The sponsor must determine whether an employer can adequately furnish proper on the job training to an apprentice in accordance with these standards. The sponsor must also require any employer requesting approved training status to complete an approved training agent agreement and to comply with all federal and state apprenticeship laws, and these standards.
3. The sponsor will submit training agent agreements to the Department with a copy of the agreement and/or the list of approved training agents within thirty calendar days from the effective date. Additionally, the sponsor must submit rescinded training agent agreements to the Department within thirty calendar days of said action.

### **E. Committee governance (if applicable): (see WAC 296-05-009)**

1. Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa. If the committee does not indicate its definition of quorum, the interpretation will be “50% plus 1” of the approved committee members. The sponsor must also provide the following information:

**SEATTLE REP/IATSE WINKY HUSSEY PROFESSIONAL ARTS TRAINING PROGRAM**

- a. Quorum: **50% of committee members plus 1**
- b. Program type administered by the committee: **Individual joint**
- c. The employer representatives shall be:

**Deanna Martinez, Chair**  
**155 Mercer St.**  
**Seattle, WA 98109**

**Mike Hase**  
**155 Mercer St.**  
**Seattle, WA 98109**

**Yuko Ariga**  
**155 Mercer St.**  
**Seattle, WA 98109**

**Erica Manzano**  
**155 Mercer St.**  
**Seattle, WA 98109**

**John Tavares**  
**155 Mercer St.**  
**Seattle, WA 98109**

- d. The employee representatives shall be:

**Ruth Gilmore, Secretary**  
**155 Mercer St.**  
**Seattle, WA 98109**

**Noel Clayton**  
**155 Mercer St.**  
**Seattle, WA 98109**

**Joel Wilmot**  
**155 Mercer St.**  
**Seattle, WA 98109**

**Scott Arend**  
**155 Mercer St.**  
**Seattle, WA 98109**

**Angela Zylla**  
**155 Mercer St.**  
**Seattle, WA 98109**

**Adam London, Alternate**  
**155 Mercer St.**  
**Seattle, WA 98109**

F. Plant programs

For plant programs the WSATC or the Department designee will act as the apprentice representative. Plant programs shall designate an administrator(s) knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards.

The designated administrator(s) for this program is/are as follows:

N/A

**SEATTLE REP/IATSE WINKY HUSSEY PROFESSIONAL ARTS TRAINING PROGRAM**

**XII. SUBCOMMITTEE:**

Subcommittee(s) approved by the Department, represented equally from management and non-management, may also be established under these standards, and are subject to the main committee. All actions of the subcommittee(s) must be reviewed by the main committee. Subcommittees authorized to upgrade apprentices and/or conduct disciplinary actions must be structured according to the same requirements for main committees.

N/A

**XIII. TRAINING DIRECTOR/COORDINATOR:**

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/ training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

**Deanna Martinez  
155 Mercer St.  
Seattle, WA 98109**



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## Journey Level Wage Rate

From which apprentices' wage rates are computed

TO: Washington State Apprenticeship & Training Council  
 FROM: Seattle Rep/IATSE Winky Hussey Professional Arts Training Program

Occupation:	County(ies):	Journey Level Wage Rate:	Effective Date:
Costumer	King	\$ 34.26	07/01/2025
Scenic Painter Scenic Carpenter	King	\$ 34.26	07/01/2025
Properties	King	\$ 34.26	07/01/2025
Stage Technician	King	\$ 34.26	07/01/2025

Sponsors must submit the journey-level wage at least annually or whenever changed to the Department.

**Form must be signed by Committee Chair and Secretary or Program's Authorized Signer**

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	02/14/025		
Print Name: Deanna Martinez		Print Name:	
Signature:		Signature:	





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*Teri Gardner 2-14-25*

Seattle Rep/IATSE Winky Hussey Professional Arts Training Program

COMMITTEE SELECTION

Employer representatives were selected by Seattle Rep management and employee representatives were selected by the International Alliance of Theatrical Stage Employees (IATSE).

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## Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program Seattle Rep/IATSE Winky Hussey Professional Arts Training Program
--

Committee Representative Name SCOTT AREND	Committee Representative Signature 
--	--

Employer Representative  Employee Representative (Does not have the authority to hire or fire)

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
WARDROBE HEAD	Seattle Rep	01/22	present
ASST WARDROBE HEAD	Seattle Opera	12/02	06/21
WARDROBE MAINTENANCE	Pacific NW Ballet	11/11	12/21

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
UNIV of WASH	6/83	ART, ART HISTORY, THEATRE	BA

### Other Technical Certifications or Licenses Held

OSHA CERTIFIED
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## Apprenticeship Committee Representative Qualifications

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Name of Program

Seattle Rep/ATSE Winky Hussey Professional Arts Training Program

Committee Representative Name

Yuko Ariga

Committee Representative Signature

*Y Ariga*

Employer Representative  Employee Representative (Does not have the authority to hire or fire)

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Prod. Associate	Seattle Repertory Theatre	07/24	current
Prod. Finance	Seattle Repertory Theatre	08/21	06/24
Pro Coordinator	Seattle Repertory Theatre	01/19	04/20

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Seattle University	12/15	Arts Leadership	MFA
Central University	08/98	Accounting	BS
Central University	08/98	Computer Science	Minor

### Other Technical Certifications or Licenses Held

Yoga Instructor

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## Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program Seattle Rep/IATSE Winky Hussey Professional Arts Training Program
--

Committee Representative Name Noel Clayton	Committee Representative Signature <i>Noel Clayton</i>
---	---

Employer Representative  Employee Representative (Does not have the authority to hire or fire)

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Head Carpenter	Seattle Rep	11/18	01/25
Stage Tech.	I.A.T.S.E. Local #15 Seattle - Various employers	01/1998	01/25
Key Electrician	5th Avenue Theatre	01/15	11/18
Head Carpenter.	Seattle Rep	09/12	01/15
Swing Tech.	Seattle Rep	04/03	09/12

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Western Washington University	06/98	Theater	B.A.

### Other Technical Certifications or Licenses Held

Forklift Operation Mobile Elevated Working Platform Operation
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### Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards

Name of Program  
Seattle Rep/IATSE Winky Hussey Professional Arts Training Program

Committee Representative Name: RUTH GILMORE  
Committee Representative Signature: Ruth Gilmore  
 Employer Representative  Employee Representative (Does not have the authority to hire or fire)

#### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
charge scenic	Seattle Repertory Theatre	07/20	current
lead scenic	Seattle Repertory Theatre		05/20
scenic	Pacific Northwest Ballet	07/12	
lead scenic	Seattle Opera	7/1996	10/2010
lead/charge	Teatro Zinzanni - overhire	2020	present

#### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
School of Visual Arts	05/88	Illustration as Visual Journalism	BFA
Stephens College	05/86	ART	MFA

#### Other Technical Certifications or Licenses Held

member IATSE local 488 - Studio Mechanics  
owner scenic arts & crafts LLC (freelance projects)  
member - Guild of Scenic Artists.

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## Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program Seattle Rep/IATSE Winky Hussey Professional Arts Training Program
--

Committee Representative Name Michael Hase	Committee Representative Signature <i>Michael Hase</i>
---	---

Employer Representative     Employee Representative (*Does not have the authority to hire or fire*)

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Scenic Superv	Seattle Rep Theater	07/24	
Assoc TD	Seattle Rep Theater	11/21	07/24
Tecnical Direc	Seattle Children's Theatre	07/97	03/20

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
University of Hawaii	05/89	Theater & Dance	BA

### Other Technical Certifications or Licenses Held

Journey technician, IATSE local 15.
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## Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program  
Seattle Rep/IATSE Winky Hussey Professional Arts Training Program

Committee Representative Name: Adam London  
Committee Representative Signature: *Adam London*

Employer Representative  Employee Representative (Does not have the authority to hire or fire)

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Head Stage Carpenter-LOOK	Seattle Repertory Theatre	06/22	07/25
crew lead	Woodland Park Zoo	09/16	05/20
overhire	Act theatre	09/15	03/18
Head stage Carpenter	Cornish Playhouse	01/13	12/13
Head stage Carp swing tech	Intman Theatre	08/08	12/12

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Seattle Central College	07/25	Psychology	NO
Western Washington University	12/05	Theatre	BA
Skyagit Valley College	06/08	Theatre	AA

### Other Technical Certifications or Licenses Held

Journey man - IATSE local 15



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## Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program  
Seattle Rep/IATSE Winky Hussey Professional Arts Training Program

Committee Representative Name  
Erica Manzano

Committee Representative Signature  
*Erica Manzano*

Employer Representative  Employee Representative (Does not have the authority to hire or fire)

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Assoc. Director	Seattle Rep Costume Shop	05/24	present
Shop Manager	Seattle Pacific University Costume Shop	08/19	06/25
Adjunct Profess	Seattle Pacific University	08/20	06/24

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
University of Georgia	05/18	Theatre Design & Technology	MFA
Western Washington University	06/15	Theatre - Costume Design	BA

### Other Technical Certifications or Licenses Held



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## Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program  
Seattle Rep/IATSE Winky Hussey Professional Arts Training Program

Committee Representative Name  
Deanna Martinez

Committee Representative Signature  
*[Signature]*

Employer Representative     Employee Representative (*Does not have the authority to hire or fire*)

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Director	Seattle Rep	07/23	current
Associate Dir.	Seattle Rep	07/22	06/23
Teaching Artist	various theaters	06/15	06/22
Teacher	Clover Park School District	09/09	06/16
Program Mgr	World Vision	05/2004	06/2008

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
University of Washington	06/01	Interdisciplinary Arts	BA
University of Washington	05/09	Teacher Education	Certificate

### Other Technical Certifications or Licenses Held

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## Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program Seattle Rep/IATSE Winky Hussey Professional Arts Training Program	
Committee Representative Name <i>John Tavares</i>	Committee Representative Signature <i>[Signature]</i>
<input checked="" type="checkbox"/> Employer Representative <input type="checkbox"/> Employee Representative (Does not have the authority to hire or fire)	

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
<i>Technical Production Manager</i>	<i>Seattle Rep</i>	<i>07/24</i>	<i>Present</i>
<i>Stage Operations Supervisor</i>	<i>Seattle Rep</i>	<i>12/21</i>	<i>07/24</i>
<i>Lead Backstage Manager</i>	<i>Tenno Zinzanni</i>	<i>09/19</i>	<i>07/20</i>
<i>Production Manager</i>	<i>Tenno Zinzanni</i>	<i>06/18</i>	<i>11/18</i>

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
<i>Oregon State University</i>	<i>05/08</i>	<i>English, New Media Comm</i>	<i>B.A</i>

### Other Technical Certifications or Licenses Held

*OSHA 10, M&P certification, forklift certification*

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### Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program  
Seattle Rep/IATSE Winky Hussey Professional Arts Training Program

Committee Representative Name: Joel Wilmat  
Committee Representative Signature: [Signature]  
 Employer Representative  Employee Representative (Does not have the authority to hire or fire)

#### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Shop Foreman	Seattle Repertory Theater	07/21	present
Carpenter	Seattle Repertory Theater	07/16	07/21
Stage Manager	KGO TV - ABC/Disney, San Francisco	01/92	present
Fabricator	Scene 2 - commercial shop	03/98	07/03
Stage Manager	Monterey Jazz Festival	09/87	present

#### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Pacific Conservatory of Performing Arts	05/98	Technical Theater	yes / cert
Canada College	06/90	general studies	N
College of San Mateo	06/90	general studies	N

#### Other Technical Certifications or Licenses Held

machinery operator, lifts (personal), forklift



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Olympia WA 98504-4530



## Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program Seattle Rep/IATSE Winky Hussey Professional Arts Training Program	
Committee Representative Name ANGELA H. ZYLLA	Committee Representative Signature 
<input type="checkbox"/> Employer Representative <input checked="" type="checkbox"/> Employee Representative (Does not have the authority to hire or fire)	

### Work Experience *THEATER WORK at TOP. OTHER BELOW*

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
PROPERTIES ARTISAN	SEATTLE REP THEATER . WASHINGTON, USA	08/2016	PRESENT
PROP ARTISAN	CONTEMPORARY AMERICAN THEATRE FESTIVAL, WV, USA	05/2016	07/2016
PROP ARTISAN	DENVER CENTER FOR THE PERFORMING ARTS, COLORADO	03/2016	05/2016
PROP DIRECTOR	HIPPODROME THEATER . FLORIDA USA	01/2015	01/2016
PLANT SPECIALIST	SWANSONS NURSUREY, Vegetables, Washington USA	03/2021 <del>03/2021</del>	Present
SET/PROP OVERTHIRE	TEATRO ZINZANNI . WA, USA	2018	Present

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
University of Wisconsin, MILWAUKEE	05/2014	THEATER TECHNICAL PRODUCTION	BFA
<del>UNIV. of STEUBENVILLE</del>			
FRANCISCAN University of STEUBENVILLE, OHIO	05/2001	GEN. ED / ENGLISH DRAMA	A.A.
TECHNICAL Fellowship, Columbus OH	05/2002	1 YEAR THEATER TECH Fellowship @ CATCO.	

### Other Technical Certifications or Licenses Held

VEHICLE DRIVERS License FIRST AID / CPR FIREARM <del>Safety</del> SAFETY
--

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*Teri Gardner 2-28-25*

Rec 2/14/2025 *AN*

*Teri Gardner 2-14-25*

L&I Apprenticeship Consultant

L&I Admin

Department of Labor and Industries  
Apprenticeship Section  
PO Box 44530  
Olympia WA 98504-4530



**Apprenticeship  
Related/Supplemental  
Instruction (RSI) Plan Review**

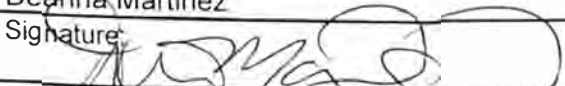
Program Name Seattle Rep/IATSE Winky Hussey Professional Arts Training Program	
Occupation Costumer	
Term/OJT Hours 2000	Total RSI Hours 144
Training Provider Seattle Rep	

By the signature placed below, the **program sponsor** agrees to provide the prescribed RSI for each registered apprentice and assures that:

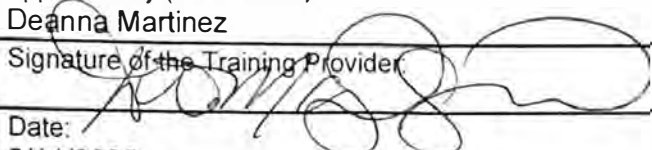
1. The RSI content and delivery method is and remains reasonably consistent with the latest occupational practices, improvements, and technical advances.
2. The RSI is coordinated with the on-the-job work experience.
3. The RSI is provided in safe and healthful work practices in compliances with WISHA and applicable federal and state regulations.
4. The RSI Plan is maintained, updated and submitted to the Department a minimum of once every 5 years (WSATC Policy 2015-01; rev, 10-21-21).
5. The RSI will be conducted by instructors who meet the qualification of the "competent instructor" as described in WAC 296-05-003:
  - a. Has demonstrated a satisfactory employment performance in her/her occupation for a minimum of three years beyond the customary learning period for that occupation; and
  - b. Meets the State Board for Community and Technical Colleges requirements for a professional technical instructor (see WAC 131-16-080 through -094), or be a subject matter expert, which is an individual, such as a journey worker, who is recognized within the industry as having expertise in a specific occupation; and
  - c. Has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide the related technical instruction.
6. If using alternative forms of instruction, such as correspondence, electronic media, or other self-study, instruction shall be clearly defined.

**Signatures on next page**

**Form must be signed by Committee Chair and Secretary or Program's Authorized Signer**

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	2/11/2025		
Print Name: Deanna Martinez		Print Name:	
Signature: 		Signature:	

**Training Provider Signature**

Approved By (Print Name): Deanna Martinez	Title: Education and Community Programs Director
Signature of the Training Provider: 	
Date: 2/11/2025	

If additional training providers are needed, go to page 4.

**SBCTC**

Print Name:	Title:
Signature of the Program Administrator:	
Date:	
<input type="checkbox"/> SBCTC recommends approval	<input type="checkbox"/> SBCTC recommends return to sponsor

Program Name Seattle Rep/IATSE Winky Hussey Professional Arts Training Program (PATP)	Occupational Objective: Costumer
--	----------------------------------

**Note:** The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and Review Committee. To add more elements, click on the plus sign that appears below the "Description of Element/Course" field.

**Describe minimum hours of study per year in terms of (check one):**

- 12-month period from date of registration.
- Defined 12-month school year.
- 2,000 hours of on-the-job training.

Element/Course: Industry Safety and Skills Classes	Planned Hours: 40
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Western Washington Theatrical Training Trust	
The Western Washington Theatrical Training Trust provides courses that span the spectrum of theater and live event production disciplines. Apprentices will take a minimum of 40 hours of hands-on courses related to their occupational specialty. Costumer courses include:	
<ul style="list-style-type: none"> <li>• Advanced Bodice Draping</li> <li>• Cold Water Dye Techniques</li> <li>• Corset Construction</li> <li>• Costumes and Wardrobe for Film</li> <li>• Dressing the Broadway Tour</li> <li>• Draping Basics</li> <li>• Enhancing Stitching Accuracy</li> <li>• Rit Dye Workshop</li> <li>• Tailoring Intensive Course</li> <li>• Theatrical Wig Making</li> <li>• Wig Styling</li> </ul>	

Element/Course: Seattle Rep Department Rotation Seminars	Planned Hours: 30
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Seattle Rep	
Description of element/course: Seattle Rep will offer Seminar rotations throughout the theater, covering all departments. This provides a comprehensive overview of the workings of the theater in its entirety, as well as the specificities of these roles within a regional theater model.	
<ul style="list-style-type: none"> <li>• Development</li> <li>• Marketing</li> <li>• Communications</li> <li>• Finance</li> <li>• Arts Education and Community</li> <li>• Arts Administration</li> <li>• Facilities</li> <li>• Artistic</li> </ul>	

Element/Course: Health and Safety Training	Planned Hours: 12
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: OSHA	
Description of element/course: 10-Hour OSHA training and certification (card received) – 10 hrs CPR/First Aid training (card received) – 2 hrs	

Element/Course: Management/DEI/SEL Training	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Seattle Rep	
Description of element/course: Seattle Rep will provide strategic Management training and Equity, Diversity, and Inclusion training. Training meets requirements for annual anti-harassment training. Seattle Rep will provide coursework related to Social Emotional Learning: self-regulation, self-care, emotional expression, empathy, and negotiation.	

Element/Course: Leadership Course	Planned Hours: 10
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Seattle Central College	
Description of element/course: Seattle Rep will enroll apprentices in Seattle Central College's Leadership course, "Leadership and No-Blame Problem Solving."	

Element/Course: Field Immersion Experience	Planned Hours: 40
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Partnered theatres (eg 5 <sup>th</sup> Ave Theatre, Seattle Theater Group, Seattle Children's Theatre, ACT, or similar)	
Description of element/course: Seattle Rep will offer immersive hands-on experiences through local theater partners. Apprentices will experience comparative and contrasting work practices within the costume industry and learn best practices from journey-level costumers in a variety of work settings.	



**Additional Training Providers (if necessary)**



Mylor Treener

Print Name Training Provider

Signature of Training Provider

Training Coordinator

Title of Training Provider

West. Wash. Theatrical Training Trust

Organization of Training Provider

Click or tap here to enter text.

Print Name Training Provider

Signature of Training Provider

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Organization of Training Provider

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*Teri Gardner 2-28-25*

Rec 2/14/2025 *AN*

*Teri Gardner 2-14-25*

L&I Apprenticeship Consultant

L&I Admin

Department of Labor and Industries  
Apprenticeship Section  
PO Box 44530  
Olympia WA 98504-4530



## Apprenticeship Related/Supplemental Instruction (RSI) Plan Review

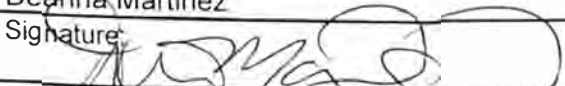
Program Name Seattle Rep/IATSE Winky Hussey Professional Arts Training Program	
Occupation Properties Artisan	
Term/OJT Hours 2000	Total RSI Hours 144
Training Provider Seattle Rep	

By the signature placed below, the **program sponsor** agrees to provide the prescribed RSI for each registered apprentice and assures that:

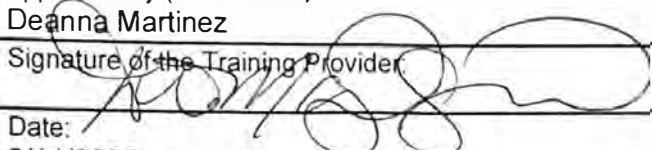
1. The RSI content and delivery method is and remains reasonably consistent with the latest occupational practices, improvements, and technical advances.
2. The RSI is coordinated with the on-the-job work experience.
3. The RSI is provided in safe and healthful work practices in compliances with WISHA and applicable federal and state regulations.
4. The RSI Plan is maintained, updated and submitted to the Department a minimum of once every 5 years (WSATC Policy 2015-01; rev, 10-21-21).
5. The RSI will be conducted by instructors who meet the qualification of the "competent instructor" as described in WAC 296-05-003:
  - a. Has demonstrated a satisfactory employment performance in her/her occupation for a minimum of three years beyond the customary learning period for that occupation; and
  - b. Meets the State Board for Community and Technical Colleges requirements for a professional technical instructor (see WAC 131-16-080 through -094), or be a subject matter expert, which is an individual, such as a journey worker, who is recognized within the industry as having expertise in a specific occupation; and
  - c. Has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide the related technical instruction.
6. If using alternative forms of instruction, such as correspondence, electronic media, or other self-study, instruction shall be clearly defined.

**Signatures on next page**

**Form must be signed by Committee Chair and Secretary or Program's Authorized Signer**

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	2/11/2025		
Print Name: Deanna Martinez		Print Name:	
Signature: 		Signature:	

**Training Provider Signature**

Approved By (Print Name): Deanna Martinez	Title: Education and Community Programs Director
Signature of the Training Provider: 	
Date: 2/11/2025	

If additional training providers are needed, go to page 4.

**SBCTC**

Print Name:	Title:
Signature of the Program Administrator:	
Date:	
<input type="checkbox"/> SBCTC recommends approval	<input type="checkbox"/> SBCTC recommends return to sponsor

Program Name Seattle Rep/IATSE Winky Hussey Professional Arts Training Program (PATP)	Occupational Objective: Properties Artisan
--	--

**Note:** The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and Review Committee. To add more elements, click on the plus sign that appears below the “Description of Element/Course” field.

**Describe minimum hours of study per year in terms of (check one):**

- 12-month period from date of registration.
- Defined 12-month school year.
- 2,000 hours of on-the-job training.

Element/Course: Industry Safety and Skills Classes	Planned Hours: 40
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Western Washington Theatrical Training Trust	
The Western Washington Theatrical Training Trust provides courses that span the spectrum of theater and live event production disciplines. Apprentices will take a minimum of 40 hours of hands-on courses related to their occupational specialty. Properties courses include:	
<ul style="list-style-type: none"> <li>• Fiber Optics Training</li> <li>• Enhancing Stitching Accuracy</li> <li>• Rit Dye Workshop</li> <li>• Theatrical Wig Making</li> </ul>	

Element/Course: Seattle Rep Department Rotation Seminars	Planned Hours: 30
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Seattle Rep	
Description of element/course: Seattle Rep will offer Seminar rotations throughout the theater, covering all departments. This provides a comprehensive overview of the workings of the theater in its entirety, as well as the specificities of these roles within a regional theater model.	
<ul style="list-style-type: none"> <li>• Development</li> <li>• Marketing</li> <li>• Communications</li> <li>• Finance</li> <li>• Arts Education and Community</li> <li>• Arts Administration</li> <li>• Facilities</li> <li>• Artistic</li> </ul>	

Element/Course: Health and Safety Training	Planned Hours: 12
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: OSHA	
Description of element/course: 10-Hour OSHA training and certification (card received) – 10 hrs CPR/First Aid training (card received) – 2 hrs	

Element/Course: Management/DEI/SEL Training	Planned Hours: 12
---	-------------------

Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study <b>Provided by: Seattle Rep</b>	
Description of element/course: <b>Seattle Rep will provide strategic Management training and Equity, Diversity, and Inclusion training. Training meets requirements for annual anti-harassment training. Seattle Rep will provide coursework related to Social Emotional Learning: self-regulation, self-care, emotional expression, empathy, and negotiation.</b>	

<b>Element/Course: Leadership Course</b>	<b>Planned Hours: 10</b>
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study <b>Provided by: Seattle Central College</b>	
Description of element/course: <b>Seattle Rep will enroll apprentices in Seattle Central College's Leadership course, "Leadership and No-Blame Problem Solving."</b>	

<b>Element/Course: Field Immersion Experience</b>	<b>Planned Hours: 40</b>
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study <b>Provided by: Partnered theatres (eg 5<sup>th</sup> Ave Theatre, Seattle Theater Group, Seattle Children's Theatre, ACT, or similar)</b>	
Description of element/course: <b>Seattle Rep will offer immersive hands-on experiences through local theater partners. Apprentices will experience comparative and contrasting work practices within the theatrical props industry and learn best practices from journey-level properties artisans in a variety of work settings.</b>	

**Additional Training Providers (if necessary)**



Mylor Treener

Print Name Training Provider

Signature of Training Provider

Training Coordinator

Title of Training Provider

West. Wash. Theatrical Training Trust

Organization of Training Provider

Click or tap here to enter text.

Print Name Training Provider

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Organization of Training Provider

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Rec 2/14/2025 *AN*  
L&I Apprenticeship Consultant

*Teri Gardner 2-28-25*  
*Teri Gardner 2-14-25*  
L&I Admin

Department of Labor and Industries  
Apprenticeship Section  
PO Box 44530  
Olympia WA 98504-4530



## Apprenticeship Related/Supplemental Instruction (RSI) Plan Review

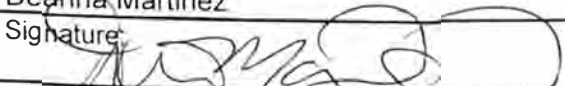
Program Name Seattle Rep/IATSE Winky Hussey Professional Arts Training Program	
Occupation Scenic Carpenter	
Term/OJT Hours 2000	Total RSI Hours 144
Training Provider Seattle Rep	

By the signature placed below, the **program sponsor** agrees to provide the prescribed RSI for each registered apprentice and assures that:

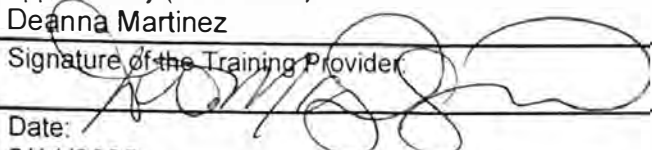
1. The RSI content and delivery method is and remains reasonably consistent with the latest occupational practices, improvements, and technical advances.
2. The RSI is coordinated with the on-the-job work experience.
3. The RSI is provided in safe and healthful work practices in compliances with WISHA and applicable federal and state regulations.
4. The RSI Plan is maintained, updated and submitted to the Department a minimum of once every 5 years (WSATC Policy 2015-01; rev, 10-21-21).
5. The RSI will be conducted by instructors who meet the qualification of the “competent instructor” as described in WAC 296-05-003:
  - a. Has demonstrated a satisfactory employment performance in her/her occupation for a minimum of three years beyond the customary learning period for that occupation; and
  - b. Meets the State Board for Community and Technical Colleges requirements for a professional technical instructor (see WAC 131-16-080 through -094), or be a subject matter expert, which is an individual, such as a journey worker, who is recognized within the industry as having expertise in a specific occupation; and
  - c. Has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide the related technical instruction.
6. If using alternative forms of instruction, such as correspondence, electronic media, or other self-study, instruction shall be clearly defined.

**Signatures on next page**

**Form must be signed by Committee Chair and Secretary or Program's Authorized Signer**

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	2/11/2025		
Print Name: Deanna Martinez		Print Name:	
Signature: 		Signature:	

**Training Provider Signature**

Approved By (Print Name): Deanna Martinez	Title: Education and Community Programs Director
Signature of the Training Provider: 	
Date: 2/11/2025	

If additional training providers are needed, go to page 4.

**SBCTC**

Print Name:	Title:
Signature of the Program Administrator:	
Date:	
<input type="checkbox"/> SBCTC recommends approval	<input type="checkbox"/> SBCTC recommends return to sponsor



Program Name Seattle Rep/IATSE Winky Hussey Professional Arts Training Program (PATP)	Occupational Objective: Scenic Carpenter
--	--

**Note:** The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and Review Committee. To add more elements, click on the plus sign that appears below the "Description of Element/Course" field.

**Describe minimum hours of study per year in terms of (check one):**

- 12-month period from date of registration.
- Defined 12-month school year.
- 2,000 hours of on-the-job training.

Element/Course: Industry Safety and Skills Classes	Planned Hours: 40
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Western Washington Theatrical Training Trust	
The Western Washington Theatrical Training Trust provides courses that span the spectrum of theater and live event production disciplines. Apprentices will take a minimum of 40 hours of hands-on courses related to their occupational specialty. Scenic carpentry courses include: <ul style="list-style-type: none"> <li>• Aerial Lift Operator Certification</li> <li>• Fall Protection</li> <li>• Forklift/MEWP Operator Certification</li> <li>• Stage Carpentry Techniques</li> <li>• Stage Electricity Basics</li> </ul>	

Element/Course: Seattle Rep Department Rotation Seminars	Planned Hours: 30
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Seattle Rep	
Description of element/course: Seattle Rep will offer Seminar rotations throughout the theater, covering all departments. This provides a comprehensive overview of the workings of the theater in its entirety, as well as the specificities of these roles within a regional theater model. <ul style="list-style-type: none"> <li>• Development</li> <li>• Marketing</li> <li>• Communications</li> <li>• Finance</li> <li>• Arts Education and Community</li> <li>• Arts Administration</li> <li>• Facilities</li> <li>• Artistic</li> </ul>	

Element/Course: Health and Safety Training	Planned Hours: 12
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: OSHA	
Description of element/course: 10-Hour OSHA training and certification (card received) – 10 hrs CPR/First Aid training (card received) – 2 hrs	

Element/Course: Management/DEI/SEL Training	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Seattle Rep	
Description of element/course: Seattle Rep will provide strategic Management training and Equity, Diversity, and Inclusion training. Training meets requirements for annual anti-harassment training. Seattle Rep will provide coursework related to Social Emotional Learning: self-regulation, self-care, emotional expression, empathy, and negotiation.	

Element/Course: Leadership Course	Planned Hours: 10
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Seattle Central College	
Description of element/course: Seattle Rep will enroll apprentices in Seattle Central College's Leadership course, "Leadership and No-Blame Problem Solving."	

Element/Course: Field Immersion Experience	Planned Hours: 40
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Partnered theatres (eg 5 <sup>th</sup> Ave Theatre, Seattle Theater Group, Seattle Children's Theatre, ACT, or similar)	
Description of element/course: Seattle Rep will offer immersive hands-on experiences through local theater partners. Apprentices will experience comparative and contrasting work practices within the scenic carpentry industry and learn best practices from journey-level scenic carpenters in a variety of work settings.	

**Additional Training Providers (if necessary)**



Mylor Treener

Print Name Training Provider

Signature of Training Provider

Training Coordinator

Title of Training Provider

West. Wash. Theatrical Training Trust

Organization of Training Provider

Click or tap here to enter text.

Print Name Training Provider

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Rev rec 2/26/2025 <i>AN</i>	<i>Teri Gardner 2-28-25</i>
Rec 2/14/2025 <i>AN</i>	<i>Teri Gardner 2-14-25</i>
L&I Apprenticeship Consultant	L&I Admin

Department of Labor and Industries  
Apprenticeship Section  
PO Box 44530  
Olympia WA 98504-4530



## Apprenticeship Related/Supplemental Instruction (RSI) Plan Review

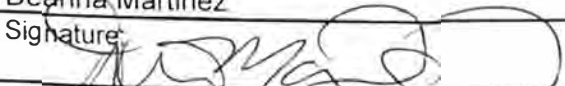
Program Name Seattle Rep/IATSE Winky Hussey Professional Arts Training Program	
Occupation Stage Technican	
Term/OJT Hours 2000	Total RSI Hours 144
Training Provider Seattle Rep	

By the signature placed below, the **program sponsor** agrees to provide the prescribed RSI for each registered apprentice and assures that:

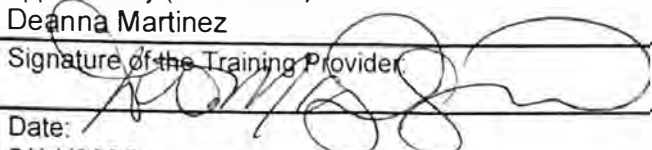
1. The RSI content and delivery method is and remains reasonably consistent with the latest occupational practices, improvements, and technical advances.
2. The RSI is coordinated with the on-the-job work experience.
3. The RSI is provided in safe and healthful work practices in compliances with WISHA and applicable federal and state regulations.
4. The RSI Plan is maintained, updated and submitted to the Department a minimum of once every 5 years (WSATC Policy 2015-01; rev, 10-21-21).
5. The RSI will be conducted by instructors who meet the qualification of the "competent instructor" as described in WAC 296-05-003:
  - a. Has demonstrated a satisfactory employment performance in her/her occupation for a minimum of three years beyond the customary learning period for that occupation; and
  - b. Meets the State Board for Community and Technical Colleges requirements for a professional technical instructor (see WAC 131-16-080 through -094), or be a subject matter expert, which is an individual, such as a journey worker, who is recognized within the industry as having expertise in a specific occupation; and
  - c. Has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide the related technical instruction.
6. If using alternative forms of instruction, such as correspondence, electronic media, or other self-study, instruction shall be clearly defined.

**Signatures on next page**

**Form must be signed by Committee Chair and Secretary or Program's Authorized Signer**

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	2/11/2025		
Print Name: Deanna Martinez		Print Name:	
Signature: 		Signature:	

**Training Provider Signature**

Approved By (Print Name): Deanna Martinez	Title: Education and Community Programs Director
Signature of the Training Provider: 	
Date: 2/11/2025	

If additional training providers are needed, go to page 4.

**SBCTC**

Print Name:	Title:
Signature of the Program Administrator:	
Date:	
<input type="checkbox"/> SBCTC recommends approval	<input type="checkbox"/> SBCTC recommends return to sponsor

Program Name Seattle Rep/IATSE Winky Hussey Professional Arts Training Program (PATP)	Occupational Objective: Stage Technician
--	--

**Note:** The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and Review Committee. To add more elements, click on the plus sign that appears below the "Description of Element/Course" field.

**Describe minimum hours of study per year in terms of (check one):**

- 12-month period from date of registration.
- Defined 12-month school year.
- 2,000 hours of on-the-job training.

Element/Course: Industry Safety and Skills Classes	Planned Hours: 40
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Western Washington Theatrical Training Trust	
<p>The Western Washington Theatrical Training Trust provides courses that span the spectrum of theater and live event production disciplines. Apprentices will take a minimum of 40 hours of hands-on courses related to their occupational specialty. Stage technician courses include:</p> <ul style="list-style-type: none"> <li>• Audio-Visual Essentials</li> <li>• Audio Console Basics</li> <li>• Aerial Lift Operator Certification</li> <li>• Fall Protection</li> <li>• Fiber Optics Training</li> <li>• Follow Spot Operation</li> <li>• Forklift/MEWP Operator Certification</li> <li>• Introduction to Stage Lighting</li> <li>• Lighting Dimmers and Patching</li> <li>• Open Beam Rigging</li> <li>• Scenic Automation</li> <li>• Stage Electricity Basics</li> <li>• Stage Flyrail Operation</li> <li>• Wireless Microphone Operation</li> </ul>	

Element/Course: Seattle Rep Department Rotation Seminars	Planned Hours: 30
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Seattle Rep	
<p>Description of element/course:  Seattle Rep will offer Seminar rotations throughout the theater, covering all departments. This provides a comprehensive overview of the workings of the theater in its entirety, as well as the specificities of these roles within a regional theater model.</p> <ul style="list-style-type: none"> <li>• Development</li> <li>• Marketing</li> <li>• Communications</li> <li>• Finance</li> <li>• Arts Education and Community</li> <li>• Arts Administration</li> <li>• Facilities</li> </ul>	

- Artistic

Element/Course: Health and Safety Training	Planned Hours: 12
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: OSHA	
Description of element/course: 10-Hour OSHA training and certification (card received) – 10 hrs CPR/First Aid training (card received) – 2 hrs	

Element/Course: Management/DEI/SEL Training	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Seattle Rep	
Description of element/course: Seattle Rep will provide strategic Management training and Equity, Diversity, and Inclusion training. Training meets requirements for annual anti-harassment training. Seattle Rep will provide coursework related to Social Emotional Learning: self-regulation, self-care, emotional expression, empathy, and negotiation.	

Element/Course: Leadership Course	Planned Hours: 10
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Seattle Central College	
Description of element/course: Seattle Rep will enroll apprentices in Seattle Central College's Leadership course, "Leadership and No-Blame Problem Solving."	

Element/Course: Field Immersion Experience	Planned Hours: 40
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Partnered theatres (eg 5 <sup>th</sup> Ave Theatre, Seattle Theater Group, Seattle Children's Theatre, ACT, or similar)	
Description of element/course: Seattle Rep will offer immersive hands-on experiences through local theater partners. Apprentices will experience comparative and contrasting work practices within the stage technician industry and learn best practices from journey-level stage technicians in a variety of work settings.	

**Additional Training Providers (if necessary)**



Mylor Treener

Print Name Training Provider

Signature of Training Provider

Training Coordinator

Title of Training Provider

West. Wash. Theatrical Training Trust

Organization of Training Provider

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Print Name Training Provider

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Rec 2/14/2025 <i>AN</i>	<i>Teri Gardner 2-14-25</i>
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## Apprenticeship Related/Supplemental Instruction (RSI) Plan Review

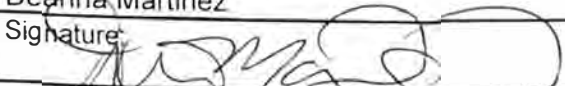
Program Name Seattle Rep/IATSE Winky Hussey Professional Arts Training Program	
Occupation Scenic Painter	
Term/OJT Hours 2000	Total RSI Hours 144
Training Provider Seattle Rep	

By the signature placed below, the **program sponsor** agrees to provide the prescribed RSI for each registered apprentice and assures that:

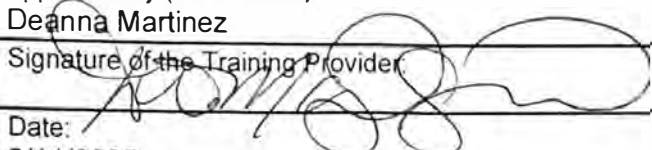
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  - a. Has demonstrated a satisfactory employment performance in her/her occupation for a minimum of three years beyond the customary learning period for that occupation; and
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**Signatures on next page**

**Form must be signed by Committee Chair and Secretary or Program's Authorized Signer**

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	2/11/2025		
Print Name: Deanna Martinez		Print Name:	
Signature: 		Signature:	

**Training Provider Signature**

Approved By (Print Name): Deanna Martinez	Title: Education and Community Programs Director
Signature of the Training Provider: 	
Date: 2/11/2025	

If additional training providers are needed, go to page 4.

**SBCTC**

Print Name:	Title:
Signature of the Program Administrator:	
Date:	
<input type="checkbox"/> SBCTC recommends approval	<input type="checkbox"/> SBCTC recommends return to sponsor

Program Name Seattle Rep/IATSE Winky Hussey Professional Arts Training Program (PATP)	Occupational Objective: Scenic Painter
--	--

**Note:** The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and Review Committee. To add more elements, click on the plus sign that appears below the “Description of Element/Course” field.

**Describe minimum hours of study per year in terms of (check one):**

- 12-month period from date of registration.
- Defined 12-month school year.
- 2,000 hours of on-the-job training.

Element/Course: Industry Safety and Skills Classes	Planned Hours: 40
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Western Washington Theatrical Training Trust	
The Western Washington Theatrical Training Trust provides courses that span the spectrum of theater and live event production disciplines. Apprentices will take a minimum of 40 hours of hands-on courses related to their occupational specialty. Scenic paint courses include: <ul style="list-style-type: none"> <li>• Basic Paint Techniques</li> <li>• Fall Protection</li> <li>• Stage Carpentry Techniques</li> </ul>	

Element/Course: Seattle Rep Department Rotation Seminars	Planned Hours: 30
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Seattle Rep	
Description of element/course: Seattle Rep will offer Seminar rotations throughout the theater, covering all departments. This provides a comprehensive overview of the workings of the theater in its entirety, as well as the specificities of these roles within a regional theater model. <ul style="list-style-type: none"> <li>• Development</li> <li>• Marketing</li> <li>• Communications</li> <li>• Finance</li> <li>• Arts Education and Community</li> <li>• Arts Administration</li> <li>• Facilities</li> <li>• Artistic</li> </ul>	

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Description of element/course: 10-Hour OSHA training and certification (card received) – 10 hrs CPR/First Aid training (card received) – 2 hrs	

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**Additional Training Providers (if necessary)**



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Training Coordinator

Title of Training Provider

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Organization of Training Provider

## Seattle Rep/IATSE Winky Hussey Professional Arts Training Program

### SUSTAINABILITY PLAN

As a 501(c)3 non-profit organization, the Winky Hussey Professional Arts Training Program is embedded into Seattle Rep's budget for each fiscal year. The theater is funded via multiple streams of funding, including ticket revenue, merchandise sales, individual and institutional giving, and grants from government and foundation resources. The PATP represents approximately 2% of the total theater budget.

Seattle Rep has been running the Professional Arts Training Program annually since **1985**. Beginning as Internships, it transitioned to Apprenticeships in 2020 as a move toward sustainable practices and an emphasis on creating a strong workforce.